

FINAL MINUTES

COMMITTEE FOR PURCHASE FROM PEOPLE WHO ARE BLIND OR SEVERELY DISABLED

Thursday, March 9, 2006

Arlington, VA

Mr. Steve Schwalb, Committee Chairperson, called the meeting to order at 9:00 am. In accordance with Committee policy, he asked attendees to introduce themselves.

I. Awards Presentations

Mr. Schwalb recognized two departing Committee members for their outstanding JWOD service. First, he presented a JWOD coin and plaque to John C. Surina, who represented the U.S. Department of Agriculture from March 2003 – January 2006. Mr. Surina served on the Finance and Information Management Subcommittee and assisted in formulating goals and objectives for the JWOD Program's Strategic Plan. Mr. Schwalb thanked Mr. Surina for the JWOD support he encouraged throughout the USDA. Most recently, Mr. Surina was the main speaker at USDA's National Disability Employee Awareness Month event. Mr. James Gibbons, President/CEO, National Industries for the Blind (NIB) and Mr. E. Robert Chamberlin, President/CEO, NISH also recognized Mr. Surina's contributions. Mr. Gibbons presented a plaque and Mr. Chamberlin presented a special flag to Mr. Surina.

Secondly, Mr. Schwalb presented a coin and plaque to Rick Beaman who represented the U.S. Department of the Air Force since July 2003. Mr. Beaman is well known for his vote letter inquiries and he will be leaving the Committee next month. Mr. Beaman chaired the Governance Subcommittee and also served on the Finance and Information Management and Alley Award Subcommittees. Mr. Beaman also has been active in the Business Development Subcommittee by lending his expertise in military food service contracts. Mr. Gibbons and Mr. Chamberlin also presented him with a plaque and flag respectively. Mr. Chamberlin thanked Mr. Beaman for being a tremendous advocate for the JWOD Program and the Air Force.

Mr. Leon Wilson, Executive Director, started a new tradition by presenting Mr. Beaman with his own portrait from the Committee wall.

Next, Mr. Schwalb congratulated the Committee Staff for being the first agency in the entire Federal government to reach its Combined Federal Campaign (CFC) monetary goal. This year the staff contributed a record-breaking \$13,320 which was 202% of their goal. Mr. Schwalb presented Campaign Manager, Stephanie Lesko, with the prestigious President's Award, for achieving 100 percent participation.

II. Consideration of Minutes – January 12, 2006

Mr. Schwalb asked Angela Phifer, Committee staff, if there were changes to the minutes. She said that Jim Gibbons had provided additional information to page four - section IX. 2005 Data Overview. Ms. Phifer provided the members with an updated version. A motion was made by Dr. Roy Grizzard, Department of Labor, that the minutes be adopted. The motion received a second from Mr. James Omgig, Private Citizen, and was adopted by unanimous vote.

Mr. Schwalb welcomed Committee nominees James House, U.S. Department of Agriculture and Edward Anthony, Department of Education, and thanked them for their attendance.

III. Association for the Blind and Visually Impaired (ABVI) and Goodwill Industries of Greater Rochester

Dr. A. Gidget Hopf, President/CEO, gave a 20-minute presentation on ABVI Goodwill, located in Rochester, NY. First, Dr. Hopf gave the history of ABVI Goodwill's association with JWOD and stated that ABVI has been in existence for 93 years and as it gets ready to celebrate its 100th year, Dr. Hopf outlined ABVI's plans for the 2nd 100 years. Fifteen years ago she requested that Post-It-Notes be added to the Procurement List (PL). Once the Post-It-Notes were added to the PL, employment became steady and dependable for people with disabilities and created hundreds of thousands of labor hours. She said the mission is to prepare and empower people who are blind or visually impaired for self-sufficiency and meaningful contributions to their families and communities. They hope to achieve this by leading with the following guiding principles: Respect, Integrity, Confidentiality, Service Excellence, Personal Development, Communication, Culture and Continuous Improvement.

Next, Dr. Hopf described ABVI Goodwill's services which include vision rehabilitation for infants to seniors, career training, business, and outreach services. There is a full range of employment opportunities and work experience is offered to teenagers and young adults. Some of the employment opportunities include: manufacturing/sewing, call center counseling, food service, retail and administrative/support. There are also professional jobs in management and finance.

Dr. Hopf reported that JWOD sales and contracts are 57.7 percent of her agency's total business, and one of their biggest contracts is with the U.S. Environmental Protection Agency's (EPA) National Lead Information Center hotline. The success of this effort has led to a number of new and exciting contracts with other government agencies and private businesses. ABVI Goodwill offers competitive pay and the average hourly wage is \$20.00.

Dr. Hopf ended her presentation by playing several testimonials by ABVI-Goodwill employees, and stating that Social Security Disability Insurance disincentivizes many employees who are blind from working more hours or seeking higher pay. Dr. Hopf

stated that the system is holding back many blind employees because ABVI Goodwill provides the same benefits to employees that she receives. Mr. Houghton asked what ABVI Goodwill was doing to encourage people to get off SSDI, and Dr. Hopf said that there was little that they could do under the current law.

Mr. Omvig asked if there were any employees being paid less than minimum wage. Dr. Hopf's response was no. He also asked what her total compensation package is. She said it is about \$140,000 and she gets no extra benefits beyond what her employees receive.

Mr. Steve Bennett, DSCP-Philadelphia, asked about the number of employees. She said there are about 350 employees and about 100 are JWOD employees.

Mr. Schwalb thanked Dr. Hopf for coming to speak and presented her with a JWOD coin.

IV. Nonprofit Agencies Presentations

Mr. Lou Bartalot, Committee staff, gave a brief overview of the requirements for qualified nonprofit agencies to meet the established 75 overall agency direct labor hour ratio. Before each presentation Mr. Bartalot gave the members a synopsis of the agency's history and current status regarding their compliance. Mr. Schwalb advised the presenters that they had 15 minutes to speak, and that Committee members would be making their final decision on each case by Special Vote Letter.

A. Lions Services, Inc.

Mr. Jim Cranford, Executive Director, presented on behalf of Lions Services – Charlotte, NC, a NIB affiliated agency. Mr. Cranford said Lions has 160 employees and they mainly make textile products for the military. The company has been in existence for 71 years. The employees range in age from 27 to 88. Mr. Cranford explained that there was a surge in production of chin straps for the military. He said the demand went from 15,000 units a month to 45,000 and they were able to comply within 33 days. Lions was also asked to increase the number of Humvee seat cushions made from 1,500 to 7,000 within 45 days; they were able to comply in 30 days, but only by hiring sighted workers.

However, Mr. Cranford said he worked with Dan Abatemarco of NIB, to formulate a get well plan in 2004. Lions satisfied the military requirement and they are currently at 76%.

Mr. Schwalb asked what their percentage was for the end of the first quarter.

Mr. Cranford responded that it is higher than 75 percent and they will continue to be above the requirement, even after the sighted employees are gone.

Mr. Wilson complimented Lions for following the surge protection procedures correctly and he applauded their efforts to meet the military's needs. It was noted that Lions created 40 more jobs for people who are blind as a result of the surge. Mr. Omvig asked

if any employees earn less than minimum wage. Mr. Cranford said no one earns below minimum wage, and that the average hourly rate is \$6.00. Mr. Omvig also asked Mr. Cranford about his compensation. Mr. Cranford stated that he is able to accept his \$60,000 per year salary with no benefits because he is retired from the military.

B. Susquehanna Association for the Blind and Visually Impaired

Mr. Steve Patterson, Executive Director and Sandy Murphy, Board Chair presented on behalf of Susquehanna Association for the Blind and Visually Impaired (SABVI) – Lancaster, PA, a NIB affiliated agency. Ms. Murphy, a volunteer Board member, stated that she was somewhat confused about being called in by the Committee. She said SABVI followed the procedures for surge protection after getting a request from DSCP to double its production of helmet headbands and rifle slings in FY 2004. In FY 2005, SABVI requested a phase-in plan to produce Army Combat Uniform coats. They saw this as a new opportunity and hired 14 new blind employees. The project did not work out well, so they made the decision to stop producing them.

Mr. Patterson preempted Mr. Omvig's questions and responded that all employees are paid above minimum wage and that his total compensation is \$136,000.

Mr. Schwalb advised Ms. Murphy that it is the Committee's policy to publicly present the cases of ratio noncompliance even if it was under approved plans and/or was subsequently corrected.

Mr. Osborne Day, Private Citizen, asked if SABVI had any employees with other severe disabilities that were not blind. Ms. Murphy said they did not have the staff expertise to pursue this population, but were beginning to serve the deaf/blind community and currently have one deaf/blind employee. Mr. Steve Bernett, DSCP-Philadelphia, asked Ms. Murphy about the Board. She said there are 13 members that meet every other month. She said they are very active and oversee major decisions.

C. LifeNet Community Behavioral Healthcare

Mr. Vic Dennis, Assistant Vice President, Regulatory Assistance (NISH), presented on behalf of LifeNet Community Behavioral Healthcare – Dallas, TX. LifeNet's Executive Director resigned two weeks prior to the meeting. Mr. Wilson and some of the members voiced their surprise that there was no representation from LifeNet. Mr. Dennis responded that LifeNet didn't receive the February 9th letter signed by Steve Schwalb and only became aware of it on Monday. Mr. Wilson said that resignations aside that someone from LifeNet's Board should have attended.

Mr. Dennis stated that LifeNet employs 15 full-time equivalents. LifeNet said the reason for noncompliance was their receipt of a State-Use contract, for which they hired a large number of disadvantaged employees that did not fit the Committee's definition of severely disabled. He said NISH has been told that LifeNet wants to set up a separate

nonprofit corporation for performing JWOD work. They are currently awaiting IRS approval of the related corporation's status, which was delayed due to Hurricane Katrina.

Dr. Grizzard asked about the current ratio and the status of their contracts. Mr. Dennis said the current ratio is 69 percent and work is still being done. Mr. Houghton described the situation as "the dog ate my homework story". He emphasized that they could have sent a representative and said the formulation of another corporation looked like a shell game. He expressed disappointment and encouraged members to remove LifeNet from the JWOD Program.

Mr. Dennis said that NISH is prepared to have other agencies take over their current work. Mr. Beaman echoed Mr. Houghton's comments and recommended removal. Mr. Chamberlin made a statement that NISH has the capability for other CRPs to do the work and recommends that LifeNet be removed from the JWOD Program. Dr. Grizzard said that the fact that there was no representation speaks for itself.

D. Goodwill Industries of Hampton Roads, Inc.

Mr. Mark Barth, President & CEO spoke on behalf of Goodwill Industries of Hampton Roads, Inc. – Virginia Beach, VA. Mr. Barth said that Goodwill has been in existence since 1925 and trains people with disabilities and the disadvantaged. He reported on Goodwill's one JWOD project, for shelf stocking/custodial work at the Commissary at Ft. Eustis. He said they have 152 employees total, and \$1.1 million of their \$5.5 million budget is derived from their JWOD contract. At the Commissary, there are 42 employees and the average hourly rate is \$10.00.

Mr. Barth said that there has been a major restructuring of the agency's processes for documentation since the departure of the former Human Resources Vice President. Through an internal audit, they found that statistics were not correct and there was documentation missing. Next, Mr. Barth detailed Goodwill's Corrective Action Plan. He said there are now checks and balances in place and through the execution of the action plan they hope to be in compliance by September 2006.

Mr. Beaman asked if they considered layoffs. Mr. Barth responded that they are in the process of doing so. Mr. Omvig asked about the current ratio. Mr. Barth said the current JWOD ratio is 42 percent and the overall ratio is 52 percent. Mr. Houghton said there have been chronic problems and it seems to be "too little, too late". He said there should have been something done months ago. Mr. Wilson said because of how Goodwill was structured and because people with disadvantages, and people with severe disabilities were intermingled, it would be difficult for Goodwill to reach and maintain the JWOD Program's 75 percent direct labor hour ratio. Mr. Barth agreed, and said that the reorganization would help solve this problem.

Mr. Barth said they are aggressively hiring disabled workers. Mr. Omvig asked about the compensation level of employees. Mr. Barth responded that the average wage is \$10.94 and \$4.77 in fringe benefits. Mr. Houghton inquired about the lowest wage. Mr. Barth

said the lowest wage is \$10.00 and no employees earn below the minimum wage. Regarding his own compensation, Mr. Barth stated he earns \$70,000 and receives a \$15,000 performance bonus. He also receives \$3,000 in health benefits, but does not get a pension.

A discussion was held on how often NIB and NISH perform compliance reviews. This discussion was generated by comments from Mr. Omvig about an “honor system”. Mr. Wilson stated that compliance requirements were much more than an honor system; that senior management personnel from the nonprofit agencies and the central nonprofit agencies had to certify the accuracy of the direct labor hour ratio, under the penalty of law for false reporting. Mr. Chamberlin said that NISH gets guidance from the Committee and does a general review every three years. Mr. Dennis said a sample size of records is typically reviewed to validate whether the agency was complying with all Committee reporting requirements; he said that a complete file review was not done because there were thousands of records. Mr. Gibbons said that NIB does a total file review at every nonprofit agency every three years. Mr. Bennett asked if compliance review procedures are reviewed. The response was yes. Mr. Chamberlin agreed with Mr. Wilson and Mr. Gibbons that compliance reviews were much more than just an honor system. Mr. Beaman asked if random sampling is done and who determines which files are seen. Mr. Dennis responded that the reviews were rigorous and payroll records were reviewed.

Mr. Kelly inquired if there was too much time elapsed between visits. He asked if it would make more sense to change it to one visit every 18 months. Mr. Wilson said that there are over 600 hundred participating nonprofit agencies, making more frequent visits not feasible.

Mr. Barth said the self-certification and the penalties associated with it are powerful, and Goodwill is going to certify correct numbers. He added that the NISH staff has been very helpful.

Mr. Day asked how “severely disabled” is determined. Mr. Schwalb said that the Committee should have a serious discussion on the definition and what it means. He said the P&E subcommittee is looking into best practices with input from a Committee staff working group headed by Stephen Maguire. Mr. Schwalb said there is no black or white definition of severely disabled, and that finding one definition that will fit all possible situations will be very difficult.

After more discussion, Mr. Wilson said that the Governance and P&E subcommittees are having discussions on those issues and duplication of efforts should be avoided.

Mr. Chamberlin stated NISH’s recommendation to allow Goodwill to stay in the JWOD Program and reevaluate their status by the end of the fiscal year. He said their Corrective Action Plan is one of the best he has ever seen.

Mr. Houghton asked if future projects were in the works. Mr. Barth said they plan to get other janitorial and military contracts in the future. He said they would concentrate on getting back in compliance, before trying to obtain more work. Mr. Wilson stated that in the vote letter, the Committee members be asked if Goodwill should be given additional JWOD contracts.

E. National Center for Employment of the Disabled

A Government Affairs Consultant, Marc Schwartz, and Jack Chapman, NCED Counsel, reported on behalf of the National Center for Employment of the Disabled (NCED) – El Paso, TX. Mr. Schwartz began his presentation by saying that NCED has been meeting the needs of the warfighters for 10 years. He then gave background information on the products and services that NCED provides. NCED is well known for the production of the chemical protection suit. He also talked about the surge requirements NCED has had during the war.

Mr. Schwalb, Chairperson, asked if either Mr. Schwartz or Mr. Chapman worked directly for NCED. They answered that they were paid consultants. Mr. Schwalb asked why there were no employees or Board members from NCED present. Mr. Schwartz said it was not possible for NCED Board members to attend the meeting because they are community members, small business owners or employees, and that NCED's President, Robert E. Jones resigned on Monday. This combination of events made it impossible to have NCED personnel attend the Committee Meeting.

Mr. Schwartz's presentation included a discussion of the El Paso population and NCED's belief that there are a high proportion of people with disabilities among those who are also economically disadvantaged. He said the community is underserved by physicians, making it difficult for such individuals to obtain medical documentation required by the JWOD Program, which is why NCED built a medical clinic and staffed it, as of December 2005. Mr. Schwartz also discussed NCED's growth as an apparel producer for the Government, and admitted that the documentation for the JWOD Program did not maintain the same pace. However, he rejected the motion that there is not a significant disabled population among NCED's employees.

Mr. Schwartz next discussed NCED's plans to remediate the noncompliance. He said the Board of Directors has met several times and established an aggressive timeline to achieve compliance, with the hopes of enabling NCED to remain in the JWOD Program. He discussed reorganization of divisions to separate disadvantaged programs from those serving people with disabilities. The agency is also launching a new software system to track employees and maintain records as required.

Mr. Chapman said although reviews were conducted in December and January, NCED did not have enough notice to prepare for a response to the NISH report and recommendation, which was made available on February 28, 2006. Mr. Heyer, Committee Counsel, stated that NCED had filed a legal protest to the Committee asking for more time. There was an extensive discussion among the members concerning past

compliance visits and warnings of improper documentation. Members gave their opinions on whether or not NCED should be granted more time to respond. Dr. Grizzard made a motion to allow NCED two more weeks to prepare an expanded written statement. His motion received a second from Mr. Kelly. The following members were opposed to the motion: Rick Beaman and Steve Bennett. The remaining members voted yes. Mr. Schwalb told them the statement should be submitted no later than March 23, 2006.

The Committee staff visited NCED June 14-16, 2005. Representatives from NISH subsequently visited NCED at the end of September 2005. The Committee staff made another visit December 19-21, 2005. NISH and members of the Committee staff made a combined trip on January 23-26, 2006. During those visits, Mr. Jones was outbriefed and there were several private discussions between Mr. Bartalot and Mr. Jones in December and January.

NCED's annual report stated that they had a direct labor ratio of 78.8% with a total of over 3.5 million severely disabled direct labor hours by 2,094 severely disabled workers. However, NCED's own payroll documents only indicated a direct labor ratio of 29% with a total of just more than 1.2 million severely disabled hours done by 950 severely disabled workers. The audits conducted in December and January found that the direct labor ratio by the 254 documented severely disabled workers was only 8.3% with a total of only 326,000 direct labor hours.

NCED has also provided a copy of their report for all of FY 2004, and it is clear that they included disadvantaged labor hours in with the severely disabled hours that year, as well. Therefore, NCED has actually been below 75% for two consecutive years.

Mr. Chamberlin summarized his prepared statement, citing a recent compliance visit that revealed less than eight percent of NCED's labor was documented as being performed by severely disabled workers. On the basis of the seriousness of the noncompliance, and the likelihood it could not be remedied by the end of the fiscal year, Mr. Chamberlin stated NISH's recommendation to remove NCED from the JWOD Program. He said they are concerned about the employees but there are other agencies that could take over the work and still be supportive of the war effort with minimal disruption.

Mr. Beaman voiced his concern about the data provided by NCED including a gap in the files requested by Committee staff for review, and said he did not believe the Board nor the CEO took this matter seriously. He further noted that the wages reported for NCED direct labor employees were a tiny fraction of the agency's revenue. Mr. Schwartz said there was some confusion about the files when the Committee staff was there. He said some of the files were sent from another location after the staff had departed and he added that the Board is taking this matter very seriously.

Dr. Grizzard asked if Mr. Jones would be well compensated with a severance package. Mr. Schwartz said there was no severance package. Mr. Bennett asked about the makeup of the Board. Mr. Schwartz said the Board members include dentists, doctors,

psychologists, and general citizens. He named General Charles Henry and former Committee member, George Allen as Board members and he said there was one vacant slot.

Mr. Houghton asked about the clinic and the exams conducted there. Mr. Schwartz said the clinic is located on NCED's campus. Additionally, he said 1,200 employees whose files are complete have proper documentation.

Mr. Schwalb expressed his disappointment that NCED, one of the largest nonprofit agencies in the JWOD Program and a manufacturer of complex items with surge, could have asked for "surge protection" from the Committee, but did not. He said NCED has over 20 years of experience in the program and this has been a multiple year problem, despite many written communications received from Mr. Jones outlining the fixes and stating that the agency was above the ratio requirement. He said the degree of noncompliance is unprecedented, and given the volume and complexity of NCED's contracts, it did not seem likely that the agency could achieve a 75 percent ratio and fulfill its customers' expectations. Mr. Schwalb said that one of the key principles of the program is that nonprofit agencies are responsible for being aware and complying with the Committee's requirements.

Mr. Schwartz said that filing and paperwork errors were largely responsible for the noncompliance. Mr. Schwalb and Mr. Houghton both said that errors in paperwork were just part of the overall problems. Mr. Houghton said that ratio compliance is the essence of what nonprofit agencies agree to do when participating in the JWOD Program.

Dr. Grizzard asked how disabilities were determined by the doctors. Mr. Bartalot said there is documentation as to the extent of the disability. Dr. Grizzard asked if NISH had sufficient capacity to produce on the military contracts if NCED is removed from the Program. Mr. Chamberlin said that NISH has analyzed production capabilities of other nonprofit agencies, and it may be difficult to fulfill the requirements for chemical protective suits and Army Combat Uniforms (ACU), though neither item is solely produced under the JWOD Program. NISH may have to send some of the work to commercial production. Mr. Bennett said DSCP has looked at contingencies and is prepared to go to other sources without adverse impact on the warfighters.

V. Updates

A. Litigation Review

Mr. John Heyer, the Committee's General Counsel, stated that for the first time ever the Committee is being sued by two participating nonprofit agencies simultaneously. He said Envision filed a complaint last week requesting a preliminary injunction against the Committee's interpretation of the Trade Agreements Act (TAA), and a response is due by Monday, March 13, 2006. He said the cases will be discussed in more detail during the Executive Session.

He said there had been a settlement conference in the Ft. Carson/Goodwill case on Monday, March 6, 2006, but so far, a settlement has not been reached. The Committee recently filed an administrative record and supplemental report in the case.

B. Randolph-Sheppard

Mr. Heyer reported on the recent meetings involving the Committee, and the Departments of Defense and Education required by section 848 of the current Defense Authorization Act. Weekly meetings are being held to formulate policy recommendations concerning the roles of the JWOD and Randolph-Sheppard Programs in providing services at military troop dining facilities. A public comment period closed March 1, 2006, and over 100 comments were received. The report is due to Congress April 1, 2006.

C. 2005 Annual Report to the President and Congress

The Annual Report is being prepared. A copy of the recommended changes to the Act was given to the Committee members and if there are any comments, they should be provided by email.

D. Strategic Planning Retreat

Ms. Sheryl Kennerly, Committee staff, reported on the Strategic Planning Retreat. She said it is scheduled for April 12 and 13 at the Doubletree Hotel in Arlington, VA. She said the members will receive read-ahead materials. She also mentioned that a working lunch would be costly, so attendees should plan to be on their own for lunch. An informal dinner will be planned for Wednesday night for those who would like to attend.

Mr. Chamberlin asked if there were a decision made about who the attendees would be. Mr. Schwalb said the staff did not receive any recommendations, but the CNAs were allowed to bring one employee and staff as observers. Mr. Schwalb asked Mr. Gibbons and Mr. Chamberlin to let Mr. Wilson know if they wanted anyone else to attend.

E. NISH National Training Conference/May Committee Meeting

Mr. Schwalb asked Ms. Phifer to poll the Committee members to determine if there would be an official Committee meeting during the NISH National Training Conference in Chicago, IL. If there is a quorum, the May 11th meeting will be suspended and the official May meeting will take place at the conference. Mr. Schwalb asked that the decision be finalized in a week or so.

VI. Executive Session

After determining there was no further business, Mr. Schwalb adjourned the meeting at 1:45 pm and the Committee members met for an Executive Session.

List of Attendees – March 9, 2006

Committee Members

Rick Beaman	Department of the Air Force
Steve Barnett	DLA – DSCP-Philadelphia
Osborne Day	Private Citizen
Andrew Houghton	Private Citizen
Robert Kelly	Private Citizen
Felipe Mendoza	GSA (via telephone)
James Omvig	Private Citizen
Steve Schwalb	Department of Justice/UNICOR/FPI
Sandy Sieber	Department of Army

Nominees

Edward Anthony	U.S. Department of Education
James House	U.S. Department of Agriculture

Committee Staff

Louis Bartalot
Mary-Carolyn Bell
Connie Corley
Annmarie Hart-Bookbinder
Robert Hartt
John Heyer
Sheryl Kennerly
Stephanie Lesko
Barry Lineback
Steve Maguire
Angela Phifer
Patrick Rowe
Joan Smith
Leon Wilson
Kimberly Zeich

NISH

Robert Chamberlin
Vic Dennis
Dennis Fields
Elizabeth Goodman
Lynne Harris
Paul Plattner
Jean Robinson
Barbara Van Allen

List of Attendees – March 9, 2006 (Continued)

NIB

Dan Abatemarco
James Gibbons
Angela Hartley
Arun Shimpi
Steve Wessler

Government Representatives/Staffers

Aaron Collmann	GSA
Patricia Cleveland	DLA
Kathleen James	Department of the Air Force
Suzanne Mitchell	Department of Education
Mark Opilla	Department of the Navy
Barbara LaCoor	USDA
Vanessa Resler	Department of Education

Others

Jessica Abrahams	McKenna Long & Aldridge
Mark Barth	Goodwill Industries of Hampton Roads
Ellen Brown	Goodwill Industries International Inc.
Jim Cranford	Lions Services, Inc.
Christina Davis	BISM
Jeniffer DeJesus	Mc Kenna Long & Aldridge
Berthy De La Rosa-Aponte	Ticket-to-Work
Keith Flanagan	Senate HELP Committee
Adele Gasparro	ORC Industries
Bob Gillcash	McKenna Long & Aldridge
Gidget Hopf	ABVI – Goodwill
Sherri Hungate	Goodwill Industries of South Florida
Teddy Kidd	House Government Reform Committee
Jeffrey Kosseff	The Oregonian
Linda Merrill	Envision/NAEPB
Sandy Murphy	Susquehanna Association for the Blind
Sharon Omvig	Private Citizen
Stephen Patterson	Susquehanna Association for the Blind
Fred Puente	BISM
Chuck Richman	SOC Enterprises
Becky Roberts	Catoctin Consulting
John Surina	Private Citizen